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ABSTRACT

This booklet relates the results of a study conducted for the year 1970-71 of Colorado institutions of higher learning. It gives a profile of newly hired faculty members and indicates the number of applicants for each position. Also presented are the working conditions, fringe benefits and faculty salaries for each college. Appendices include the two questionnaires used to obtain data and a publications list for the Colorado Educational Association. (MJM)

ED 077439

WORKING CONDITIONS

NE

AND

COLORADO COLLEGES

1970 - 1971

HE 004 264

NEW FACULTY MEMBERS

AND

COLORADO COLLEGES

1970 - 1971

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COLORADO COLLEGES

Working Conditions and New Faculty Members

1970 - 1971

This booklet is one which relates the results of a study conducted for the year 1970-71 of Colorado institutions of higher learning. It gives a profile of newly hired faculty members and indicates the number of applicants for each position. Also presented are the working conditions, fringe benefits, and faculty salaries for each college.

All but a few colleges were extremely cooperative in completing the questionnaires. Morgan County Community College was too new to have made any definite policies or to have hired any full time faculty members.

Below is a description of the most common background of new faculty members in each of the three types of institutions for higher education in Colorado for 1970-71, according to our study.

State four-year college - Introduced by regular application or by the recommendation of a faculty member. He has a doctorate or a master's degree with either one year or less or four to ten years of teaching. He has not published any articles other than his dissertation or thesis, and he competed with 47 other applicants for the position.

Private four-year college - Introduced by regular application or some other means. He has a doctorate or a master's degree with three years or less of teaching. He has not published any articles other than his dissertation or thesis, and he competed with 58 other applicants for the position.

Two-year college - Introduced by regular application. He has a master's or a bachelor's degree with either one year or less or four to ten years of teaching. He has not published any articles other than his thesis, and he competed with 61 other applicants for the position.

The raw data is presented on pages 15 through 21. The questionnaire in the appendix will give meaning to the data which is arranged according to question number. The totals for each question do not necessarily match the total number of faculty members since in most instances the data was presented to CEA in that manner. The percentages, however, are based on the total for that particular question.

Since this is the first publication dealing with higher education that the present personnel of CEA Research have presented, we are anxious to receive comments and suggestions from our readers. Also, please advise us as to other kinds of information you would be interested in receiving.

A list of other CEA publications is provided in the appendix.

DEPARTMENT OF RESEARCH

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ABBREVIATIONS

A

A=arts
AAUP=American Association of University Professors
abrd=abroad
acad=academic
accord=accordance
acctg=accounting
admin=administration
advncmnt=advancement
aft=after
aftr=after
assist=assistant
assn=association
assoc=associate
ast=assistant
audio=audiology
aver=average

B

bio=biology
brvmnt=bereavement
bus=business

C

cell=cellular
chem=chemistry
chrmn=chairman
cntr=center
Co=Colorado
col=college
commun=communication
comp=composition
comte=committee
consid=considered
contrib=contribution
coord=coordinator
cr=credit
CREF=College Retirement Equities Fund
cum=cumulative

D

da=day, days
dept=department
dev=developmental
devel=development
div=division
doc=doctoral
draftg=drafting

E

ed=education
elec=election, electric
employ=employment
eng=engineering
enginrg=engineering
envirmntl=environmental
environmntl=environmental
equiv=equivalent
eval=evaluation
exec=executive
exhbts=exhibits
exp=experimental
exper=experience

F

fam=family

G

geol=geology
grad=graduate

H

hd=head
hlth=health
hr=hour
hrs=hours
hsg=housing

I

improvemnt=improvement
indiv=individual

I

ins=insurance
instruc=instructor

J

K

L

lang=language
lit=literature

M

managemt=management
med=medical
mil=military
mo=month
mtgs=meetings

N

natrl=matural
nutrtn=nutrition

O

occup=occupations
ofc=office
othr=other

P

path=pathology
pd=paid
PE=physical education
PERA=Public Employees' Retirement Association
perform=performance
phil=philosophy
prefrnce=preference
preps=preparations
pres=president
prexy=president
procsg=processing

P

prof=professor, professional
prop=properties
psyc=psychology
psycho=psychology
pub=public

Q

qh=quarter hours
qrtrs=quarters
qtr=quarter
qual=qualified

R

rec=recreation,
recmndtn=recommendation
recommend=recommendation
recreatn=recreation
reg=regular
rel=relations
retardatn=retardation
retrmnt=retirement
rsorcs=resources

S

sal=salary
scnce=science
sem=semester
serv=service
so=social
socio=sociology
stu=student
sub=substitute
suprvsor=supervisor

T

tchg=teaching
tchr=teacher
tchrs=teachers
tech=technology
thtre=theatre
TIAA=Teachers' Insurance and
Annuity Association
trng=training

U

U=university
univ=university

V

vet=veterinary
voc=vocations
voca=vocational

W

X

Y

yr=year
yrs=years

Z

SALARY SCHEDULES

STATE FOUR-YEAR COLLEGES

ADAMS STATE COLLEGE

RANK	MINIMUM	MAXIMUM
tructor	$,200	$ 8,856
istant Professor	$ 8,856	$11,088
ociate Professor	$11,088	$13,968
essor	$13,968	$18,000

COLORADO SCHOOL OF MINES

Nine Month Contract

RANK	AVERAGE SALARY
Professor	18,395
Associate Professor	14,510
Assistant Professor	12,456
Instructor	9,850

COLORADO STATE UNIVERSITY

Nine to Ten Month Contract

RANK	AVERAGE SALARY
Professor	17,834
Associate Professor	14,360
Assistant Professor	11,660
Instructor	9,000

Twelve Month Contract

Professor	20,999
Associate Professor	16,570
Assistant Professor	13,802
Instructor	9,737

METROPOLITAN STATE COLLEGE

Nine Month Contract

RANK	LEVEL	INDEX	SALARY
Professor	21	*	Open
	20	2.16	$15,550
	19	2.08	14,980
	18	2.03	14,620
	17	1.98	14,260
	16	1.94	13,970
Associate Professor	15	1.83	13,180
	14	1.75	12,600
	13	1.68	12,100
	12	1.58	11,380
	11	1.54	11,090
Assistant Professor	10	1.50	10,800
	9	1.43	10,300
	8	1.38	9,940
	7	1.33	9,580
	6	1.29	9,290
	5	1.26	9,070
	4	1.23	8,860
Instructor	3	1.15	8,280
	2	1.10	7,920
	1	1.05	7,560
	Base	1.00	7,200

SOUTHERN COLORADO STATE COLLEGE

RANK	MINIMUM	MAXIMUM
structor	$ 7,200	$ 8,856
sistant Professor	$ 8,856	$11,088
sociate Professor	$11,088	$13,968
ofessor	$13,968	$18,000

UNIVERSITY OF COLORADO

RANK	LOWEST	MEAN	HIGHEST
Professor	$12,100	$17,916	$31,000
Associate Professor	$10,100	$13,788	$18,150
Assistant Professor	$ 8,700	$11,604	$15,311
Instructor	$ 6,800	$ 8,956	$13,050

UNIVERSITY OF NORTHERN COLORADO

RANK	MINIMUM	MAXIMUM
Instructor	$ 7,380	$ 9,800
Assistant Professor	$ 9,800	$11,400
Associate Professor	$11,400	$13,140
Professor	$13,140	-------

WESTERN STATE COLLEGE OF COLORADO

RANK	MINIMUM	MAXIMUM
Instructor	$ 7,200	$ 8,856
Assistant Professor	$ 8,856	$11,088
Associate Professor	$11,088	$13,968
Professor	$13,968	$18,000

COLORADO COLLEGE

RANK	MINIMUM	MAXIMUM	AVERAGE
Instructor	$ 8,500	$10,000	$ 9,310
Asst. Professor	$ 9,600	$11,400	$10,531
Asso. Professor	$11,500	$14,500	$12,691
Professor	$14,300	$21,200	$17,080

LORETTO HEIGHTS COLLEGE

RANK	LOW	MEDIAN	HIGH
Professor	$11,000	$13,500	$16,000
Associate Professor	8,800	10,200	11,600
Assistant Professor	7,200	8,400	9,600
Instructor	6,000	7,000	8,000

UNIVERSITY OF DENVER

Nine Month Contract

RANK	AVERAGE SALARY
Professor	$15,666
Associate Professor	12,149
Assistant Professor	10,112
Instructor	8,682
Lecturer	9,000

Eleven and Twelve Month Contract

Professor	21,104
Associate Professor	17,908
Assistant Professor	14,017
Instructor	10,603
Lecturer	

REGIS COLLEGE

Salaries and Fringe Benefits

RANK	AVERAGE COMPENSATION
Professor	$14,064
Associate Professor	12,332
Assistant Professor	10,462
Instructor	9,262

TEMPLE BUELL COLLEGE

Nine Month Contract

RANK	AVERAGE SALARY
Professor	$16,703
Associate Professor	11,827
Assistant Professor	10,228
Instructor	7,793
Lecturer	

TWO-YEAR INSTITUTIONS

AIMS COLLEGE

Incre.	MA	MA+15qh	MA+30qh	MA+45qh	MA+60qh	MA+75qh	MA+90qh	Doctorate
	1.000	1.030	1.060	1.090	1.120	1.150	1.180	1.220
0	$ 7,200	$ 7,416	$ 7,632	$ 7,848	$ 8,064	$ 8,280	$ 8,406	$ 8,784
	1.060	1.092	1.124	1.155	1.187	1.219	1.251	1.293
1	$ 7,632	$ 7,862	$ 8,093	$ 8,316	$ 8,546	$ 8,777	$ 9,007	$ 9,310
	1.124	1.157	1.191	1.225	1.258	1.292	1.323	1.370
2	$ 8,093	$ 8,330	$ 8,575	$ 8,820	$ 9,058	$ 9,302	$ 9,526	$ 9,864
	1.191	1.227	1.262	1.298	1.334	1.370	1.402	1.452
3	$ 8,575	$ 8,834	$ 9,086	$ 9,346	$ 9,605	$ 9,864	$10,094	$10,454
	1.262	1.300	1.338	1.376	1.414	1.452	1.486	1.540
4	$ 9,086	$ 9,360	$ 9,634	$ 9,907	$10,181	$10,454	$10,699	$11,088
	1.338	1.378	1.419	1.459	1.499	1.539	1.575	1.632
5	$ 9,634	$ 9,922	$10,217	$10,505	$10,793	$11,081	$11,340	$11,750
	1.419	1.461	1.504	1.546	1.589	1.631	1.670	1.730
6	$10,217	$10,519	$10,829	$11,131	$11,441	$11,743	$12,024	$12,456
	1.504	1.548	1.594	1.639	1.684	1.729	1.770	1.944
7	$10,829	$11,146	$11,477	$11,801	$12,125	$12,449	$12,744	$13,997
	1.594	1.641	1.690	1.737	1.785	1.833	1.876	2.060
8	$11,477	$11,815	$12,168	$12,506	$12,852	$13,198	$13,507	$14,832
	1.690	1.740	1.791	1.841	1.892	1.943	1.989	2.184
9	$12,168	$12,528	$12,895	$13,255	$13,622	$13,990	$14,321	$15,725
Min	$ 7,200	$ 7,416	$ 7,632	$ 7,848	$ 8,064	$ 8,280	$ 8,406	$ 8,784
Max	$12,168	$12,528	$12,895	$13,255	$13,622	$13,990	$14,321	$15,725

ARAPAHOE JUNIOR COLLEGE

Incre.	Level IV	Level III	Level II	Level I
0	$ 7,734.00	$ 8,904.00	$10,074.00	$11,270.00
1	$ 8,064.00	$ 9,234.00	$10,506.00	$11,855.00
2	$ 8,314.00	$ 9,564.00	$10,938.00	$12,440.00
3	$ 8,724.00	$ 9,894.00	$11,370.00	$13,025.00
4	$ 9,054.00	$10,224.00	$11,802.00	$13,610.00
5	$ 9,384.00	$10,554.00	$12,234.00	$14,195.00
6	$ 9,714.00	$10,884.00	$12,666.00	$14,780.00
7	$10,044.00	$11,214.00	$13,098.00	$15,365.00

Level IV - Master's Degree

Level III - Master's Degree and five years of appropriate teaching or other experience, passing of doctoral comprehensive examinations, plus one year's appropriate teaching or other experience, or doctorate without teaching or other experience.

Level II - Master's Degree and ten years of appropriate teaching or other experience; passage of doctoral comprehensive examinations, plus seven years appropriate teaching or other experience; or doctorate and four years appropriate teaching or other experience. At least half of the experience at this level must be post-secondary.

Level I - Doctorate and eight years appropriate teaching or other experience, at least half of which must be post-secondary teaching. (Faculty members may qualify for this level with a Master's Degree and ten years of outstanding service to Arapahoe Junior College; or passing doctoral comprehensive with seven years of outstanding service to the college.)

COLORADO MOUNTAIN COLLEGE

Step	Instructor	Ass't. Professor	Assoc. Professor	Professor
1	$ 7,130	$ 7,710	$ 8,510	$ 9,830
2	$ 7,490	$ 8,140	$ 9,030	$10,480
3	$ 7,870	$ 8,140	$ 9,570	$11,150
4	$ 8,260	$ 9,060	$10,140	$11,880
5	$ 8,670	$ 9,560	$10,760	$12,660
6	$ 9,100	$10,090	$11,400	$13,480
7	$ 9,560	$10,640	$12,080	$14,360
8	$10,030	$11,220	$12,800	$15,290
9	$10,540	$11,840	$13,570	$16,280
10	$11,060	$12,490	-------	-------

COMMUNITY COLLEGE OF DENVER

Nine Month Contract

DEGREE	BASE SALARY	MAXIMUM SALARY
Bachelor's degree or equivalent	$7,000	$12,000
Bachelor's degree + 15 qh	7,200	12,200
Bachelor's degree + 30 qh	7,400	12,400
Master's degree	7,500	12,500
Master's degree + 30 qh	7,700	12,700
Master's degree + 60 qh	7,900	12,900
Doctor's degree	8,000	13,000

EL PASO COMMUNITY COLLEGE

Step	Level I	Level II	Level III	Level IV
1	$ 6,600	$ 7,176	$ 7,932	$ 8,760
2	$ 6,744	$ 7,320	$ 8,088	$ 8,940
3	$ 6,888	$ 7,464	$ 8,244	$ 9,120
4	$ 7,032	$ 7,620	$ 8,400	$ 9,300
5		$ 7,776	$ 8,580	$ 9,480
6				$ 9,684
7				$ 9,888
8				$10,092
9				$10,296
10				$10,500
11				$10,704
12				$10,932
13				$11,160
14				$11,388
15				$11,616
16				$11,844
17				$12,072
18				$12,336
19				$12,600
20				$12,864
21				$13,128
22				$13,392

Level I = BA degree (academic)
Level II = MA degree (academic)
Level III = MA+45qh (academic)
Level IV = Doctorate (academic)

LAMAR COMMUNITY COLLEGE

Incre.	Class I BA	Class II MA	Class III MA+30sh	Class IV MA+60sh	Class V Ph.D.
0	$ 7,000	$ 7,500	$ 7,750	$ 8,000	*
1	$ 7,400	$ 8,000	$ 8,250	$ 8,500	*
2	$ 7,700	$ 8,400	$ 8,650	$ 8,900	*
3	$ 8,000	$ 8,700	$ 8,950	$ 9,200	*
4	$ 8,300	$ 9,000	$ 9,250	$ 9,500	*
5	$ 8,500	$ 9,300	$ 9,550	$ 9,800	*
6		$ 9,600	$ 9,850	$10,100	*
7		$ 9,900	$10,150	$10,400	*
8			$10,450	$10,700	*
9			$10,750	$11,000	*
10				$11,300	*
Min	$ 7,000	$ 7,500	$ 7,750	$ 8,000	*
Max	$ 8,500	$ 9,900	$10,750	$11,300	*

* Salary to be negotiated

Vocational and Technical Training

Class I	Journeyman Rating
Class II	Journeyman Rating plus AA Degree or equivalent
Class III	Journeyman Rating plus BA Degree
Class IV	Journeyman Rating plus MA Degree

TWO-YEAR INSTITUTIONS (continued)

MESA COLLEGE
Academic Year

Incre.	BA	BA+18qh	BA+36qh	MA	MA+12qh	MA+24qh	MA+36qh	MA+48qh	MA+60qh	MA+72qh	MA+84qh	MA+96qh	DOCTOR
0	$ 7,200	$ 7,300	$ 7,400	$ 7,800	$ 7,900	$ 8,000	$ 8,100	$ 8,200	$ 8,300	$ 8,400	$ 8,500	$ 8,600	$ 8,700
1	$ 7,450	$ 7,550	$ 7,650	$ 8,100	$ 8,200	$ 8,300	$ 8,400	$ 8,500	$ 8,600	$ 8,700	$ 8,800	$ 8,900	$ 9,000
2	$ 7,700	$ 7,800	$ 7,900	$ 8,400	$ 8,500	$ 8,600	$ 8,700	$ 8,800	$ 8,900	$ 9,000	$ 9,100	$ 9,200	$ 9,300
3	$ 7,950	$ 8,050	$ 8,150	$ 8,700	$ 8,800	$ 8,900	$ 9,000	$ 9,100	$ 9,200	$ 9,300	$ 9,400	$ 9,500	$ 9,600
4	$ 8,200	$ 8,300	$ 8,400	$ 9,000	$ 9,100	$ 9,200	$ 9,300	$ 9,400	$ 9,500	$ 9,600	$ 9,700	$ 9,800	$ 9,900
5	$ 8,450	$ 8,550	$ 8,650	$ 9,300	$ 9,400	$ 9,500	$ 9,600	$ 9,700	$ 9,800	$ 9,900	$10,000	$10,100	$10,200
6		$ 8,800	$ 8,900	$ 9,600	$ 9,700	$ 9,800	$ 9,900	$10,000	$10,100	$10,200	$10,300	$10,400	$10,500
7			$ 9,150	$ 9,900	$10,000	$10,100	$10,200	$10,300	$10,400	$10,500	$10,600	$10,700	$10,800
8				$10,200	$10,300	$10,400	$10,500	$10,600	$10,700	$10,800	$10,900	$11,000	$11,100
9				$10,500	$10,600	$10,700	$10,800	$10,900	$11,000	$11,100	$11,200	$11,300	$11,400
10				$10,800	$10,900	$11,000	$11,100	$11,200	$11,300	$11,400	$11,500	$11,600	$11,700
11				$11,100	$11,200	$11,300	$11,400	$11,500	$11,600	$11,700	$11,800	$11,900	$12,000
12							$11,700	$11,800	$11,900	$12,000	$12,100	$12,200	$12,300
13							$12,000	$12,100	$12,200	$12,300	$12,400	$12,500	$12,600
14							$12,300	$12,400	$12,500	$12,600	$12,700	$12,800	$12,900
15							$12,600	$12,700	$12,800	$12,900	$13,000	$13,100	$13,200
16										$13,200	$13,300	$13,400	$13,500
17										$13,500	$13,600	$13,700	$13,800
18										$13,800	$13,900	$14,000	$14,100
19										$14,100	$14,200	$14,300	$14,400
20										$14,400	$14,500	$14,600	$14,700
Min	$ 7,200	$ 7,300	$ 7,400	$ 7,800	$ 7,900	$ 8,000	$ 8,100	$ 8,200	$ 8,300	$ 8,400	$ 8,500	$ 8,600	$ 8,700
Max	$ 8,450	$ 8,800	$ 9,150	$11,100	$11,200	$11,300	$12,600	$12,700	$12,800	$14,400	$14,500	$14,600	$14,700

NORTHEASTERN JUNIOR COLLEGE

RANK	Minimum	Maximum
AB Degree	$ 6,750	$ 9,500
MA Degree	$ 7,425	$12,000
MA Degree + 30 qh	$ 7,725	$12,300
MA Degree + 60 qh	$ 8,025	$12,600
MA Degree + 90 qh	$ 8,225	$12,800
Doctorate	$ 8,425	$14,000

OTERO JUNIOR COLLEGE

Step	Level I	Level II	Level III	Level IV	Level V
1	$ 7,000	$ 7,325	$ 7,625	$ 7,950	$ 8,450
2	$ 7,300	$ 7,650	$ 7,950	$ 8,300	$ 8,800
3	$ 7,600	$ 7,975	$ 8,275	$ 8,650	$ 9,150
4	$ 7,900	$ 8,300	$ 8,600	$ 9,000	$ 9,500
5	$ 8,200	$ 8,625	$ 8,925	$ 9,350	$ 9,850
6	$ 8,500	$ 8,950	$ 9,250	$ 9,700	$10,200
7	$ 8,800	$ 9,275	$ 9,575	$10,050	$10,550
8	$ 9,100	$ 9,600	$ 9,900	$10,400	$10,900
9	$ 9,400	$ 9,925	$10,225	$10,750	$11,250
10		$10,250	$10,550	$11,100	$11,600
11		$10,575	$10,875	$11,450	$11,950
12					$12,300
13					$12,650

Level I = BA degree (academic)
Level II = MA degree (academic)
Level III = MA+20sh (academic)
Level IV = MA+40sh (academic)
Level V = Doctorate

RANGELY JUNIOR COLLEGE

Incre.	BA	BA+18qh	BA+36qh	MA	MA+12qh	MA+24qh	MA+36qh	MA+48qh	MA+60qh	MA+72qh	MA+84qh	MA+96qh	Doctor
0	$ 6,800	$ 6,900	$ 7,000	$ 7,400	$ 7,500	$ 7,600	$ 7,700	$ 7,800	$ 7,900	$ 8,000	$ 8,100	$ 8,200	$ 8,300
1	$ 7,050	$ 7,150	$ 7,250	$ 7,700	$ 7,800	$ 7,900	$ 8,000	$ 8,100	$ 8,200	$ 8,300	$ 8,400	$ 8,500	$ 8,600
2	$ 7,300	$ 7,400	$ 7,500	$ 8,000	$ 8,100	$ 8,200	$ 8,300	$ 8,400	$ 8,500	$ 8,600	$ 8,700	$ 8,800	$ 8,900
3	$ 7,550	$ 7,650	$ 7,750	$ 8,300	$ 8,400	$ 8,500	$ 8,600	$ 8,700	$ 8,800	$ 8,900	$ 9,000	$ 9,100	$ 9,200
4	$ 7,800	$ 7,900	$ 8,000	$ 8,600	$ 8,700	$ 8,800	$ 8,900	$ 9,000	$ 9,100	$ 9,200	$ 9,300	$ 9,400	$ 9,500
5	$ 8,050	$ 8,150	$ 8,250	$ 8,900	$ 9,000	$ 9,100	$ 9,200	$ 9,300	$ 9,400	$ 9,500	$ 9,600	$ 9,700	$ 9,800
6		$ 8,400	$ 8,500	$ 9,200	$ 9,300	$ 9,400	$ 9,500	$ 9,600	$ 9,700	$ 9,800	$ 9,900	$10,000	$10,100
7			$ 8,750	$ 9,500	$ 9,600	$ 9,700	$ 9,800	$ 9,900	$10,000	$10,100	$10,200	$10,300	$10,400
8				$ 9,800	$ 9,900	$10,000	$10,100	$10,200	$10,300	$10,400	$10,500	$10,600	$10,700
9				$10,100	$10,200	$10,300	$10,400	$10,500	$10,600	$10,700	$10,800	$10,900	$11,100
10				$10,400	$10,500	$10,600	$10,700	$10,800	$10,900	$11,000	$11,100	$11,200	$11,300
11				$10,700	$10,800	$10,900	$11,000	$11,100	$11,200	$11,300	$11,400	$11,500	$11,600
12							$11,300	$11,400	$11,500	$11,600	$11,700	$11,800	$11,900
13							$11,600	$11,700	$11,800	$11,900	$12,000	$12,100	$12,200
14							$11,900	$12,000	$12,100	$12,200	$12,300	$12,400	$12,500
15							$12,200	$12,300	$12,400	$12,500	$12,600	$12,700	$12,800
16										$12,800	$12,900	$13,000	$13,100
17										$13,100	$13,200	$13,300	$13,400
18										$13,400	$13,500	$13,600	$13,700
19										$13,700	$13,800	$13,900	$14,000
20										$14,000	$14,100	$14,200	$14,300

TRINIDAD STATE JUNIOR COLLEGE

DEGREE	MINIMUM	MAXIMUM
MA	$ 8,000	$13,000
MA+12qh	$ 8,288	$13,288
MA+24qh	$ 8,576	$13,576
MA+36qh	$ 8,864	$13,864
MA+48qh	$ 9,152	$14,152
MA+60qh	$ 9,440	$14,440
MA+72qh	$ 9,728	$14,728
MA+84qh	$10,016	$15,016
MA+96qh	$10,304	$15,304
Doctor	$ 9,200	$14,950

WORKING CONDITIONS AND BENEFITS

COLLEGE	LOAD	TENURE	PROMOTION	PUBLISH?
State Four-year				
ADAMS STATE	12 hrs + other professional activities	Instruc & Ast Prof= after 3 yrs Asoc Prof=aft 2 yrs Prof = aft 1 yr	In accord with ed, exper, & recommend of Prexy & Trustees	No
CO SCHOOL OF MINES	Lower div = 12 hrs Upper div = 9 hrs Grad study = 6 hrs	None	Merit-tchg success & effectiveness of scholarly & professional activities	Considered in promotion
COLORADO STATE	No standard load	Instruc = none Assoc or Assist Prof= aft 4 yrs Prof = aft 3 yrs	Colleague & stu opinions, research, publications, community service	Considered in promotion
METROPOLITAN STATE	12 qh	Instr & Ast Prof= Aft 3 yrs Asoc Prof=aft 2 yrs Prof = aft 1 yr	Same as Adams State	No
S CO STATE	12 hrs	Same as Adams State	Same as Adams State	No
U OF COLORADO	13 hrs/sem average	After 4 - 7 yrs	Same as Co School of Mines	Considered in promotion
U OF N COLORADO	12 qh/quarter	After 3 years	Aft 4 yrs with successful tchg, research, publications, &/or academic recognition	Encouraged but not imperative
WESTERN STATE	Same as Adams State	Same as Adams State	Same as Adams State	Same as Adams State

COLLEGE	LOAD	TENURE	PROMOTION	PUBLISH?
Private Four-year				
COLORADO COLLEGE	Usually 9 blocks	7th yr at professorial rank	Instructor=aft 4 yrs Other=Discretion of Chrmn, Div Exec Committee, Exec Committee, Dean, & Pres	No-Expected to be Scholarly Teachers
LORETTO HEIGHTS	12 hrs	After 7 yrs	AAUP Policies, 3 yrs between ranks & grad study + eval of tchg & community contrib	No
REGIS	12 hrs or equivalent	AAUP recommendations	Faculty Comte on Rank & Tenure consider promotion initiated by indiv, Chrmn, or Director	No
TEMPLE BUELL	9 hrs	AAUP recommendations	Recmndtn from div hd to Veep for Acad Affairs to President	Encouraged, not pressured
U OF DENVER	No standard load	Ast Prof=aft 5 yrs Asoc Prof=aft 3 yrs Prof = aft 3 yrs	Evidence of acadmc growth, profsnl & community services, merit, acad or prof serv to DU, other university activities	Considered in promotion

COLLEGE	LOAD	TENURE	PROMOTION	PUBLISH?
Two-year Institutions				
AIMS	Academic=15 hrs Other=20-25 hrs	After 2 yrs & again each 5th yr after achieving tenure	Staff given prefrnce	Not a requirement
ARAPAHOE COMMUNITY	15-24 cr hrs/qtr to 500 stu cr hr/qtr	None	More ed, more service, overall contrib to college program	No
CO MOUNTAIN	3 preps or 2 preps + 2 sections +	After 3 yrs, being developed	Being developed	No
COMMUNITY C OF DENVER	5 academic classes	None	No ranks	Desirable but emphasis on quality teaching
EL PASO COMMUNITY	1,020 annually, instruction &/or ofc hours	None	None	Encouraged but not mandatory
LAMAR COMMUNITY	Varies	None	None	No
MESA	15 credit hrs	After 3 yrs	None	No
NORTHEASTERN JUNIOR	15 units	After 3 yrs	Advncmnt from staff	No
OTERO JUNIOR	18 qtr hr or equiv	Undetermined	Automatic	No
RANGELY	15 credits	After 3 yrs	None	No
TRINIDAD STATE JUNIOR	15 qtr hrs	None	None	No

COLLEGE	RETIREMENT	SUM SCHL SALARIES	SABBATICAL	OTHER LEAVES
State Four-year				
ADAMS STATE	At 65 in accordance with PERA	Same, pro-rated for part-time	After 19 qh for enrichment of knowledge, skills, & ideas	Sick-90 days/yr, no pay for unused Military Leave
CO SCHOOL OF MINES	At 65, ½ pay of highest 5 yr aver with 20 yrs service - PERA	Proportional factor of 9 mo contract salaries	Up to 12 mo for ½-3/4 salary after 5 years	Sick-1½days/mo to 180 days, no pay for unused Emergency Leave
COLORADO STATE	PERA	2½/9 of previous yr's 9 mo salary	After 7 yrs for ½-full salary for study, research, or approved travel	Sick-15 da/yr for 12 mo, 11½ da/yr for 9 mo, no pay for unused. Emergency=up to 1 week Maternity=not less than 90 da without pay. Military Leave
METROPOLITAN STATE	PERA	28% of academic year salary	Same as Adams State	Same as Adams State
S CO STATE	Same as Adams State	Same as Adams State	Same as Adams State	Same as Adams State
U OF COLORADO	No later than 68, Tchrs Ins & Annuity Assn, College Retrmnt Equities Fund, Univ Supplementary Annuities	23½% of previous acad year salary	After 6 yrs at ½-full salary	Sick-½mo/yr but not deducted unless sub used. Grant-in-aid & fellowships after 3 yrs as ast prof at full salary. Summer Research Initiation Faculty Fellow=only ast prof with 3 or less yrs tchg. Candidates for pub ofc=aftr primary, 5 da aftr elec or through 1 term of ofc-no pay

COLLEGE	RETIREMENT	SUM SCHL SALARIES	SABBATICAL	OTHER LEAVES
U OF N COLORADO	PERA	On a percentage basis of academic year	After 20 qh at convenience of University	-
WESTERN STATE	Same as Adams State	Same as Adams State	Same as Adams State	Same as Adams State

COLLEGE	RETIREMENT	SUM SCHL SALARIES	SABBATICAL	OTHER LEAVES
Private Four-year				
COLORADO COLLEGE	TIAA, 7½% pd by col, 7½% pd by member	Not quite 2/9 of reg year salaries	Every 7th yr for 1 sem at full pay. Every 4th yr for unpaid leave.	
LORETTO HEIGHTS	Equitable	Independent & individualized arrangements	Yes	
REGIS	TIAA & CREF - 5% of sal matched by member & college	$175 per hr	Being formulated - previously informal	
TEMPLE BUELL	TIAA & CREF	No over-all summer school, only Summer Workshop Program	After 6 yrs	
U OF DENVER	TIAA, Social Security	No standard	For ast prof or higher for academic improvemnt	Sick-1 da/mo, not reimbursed. Unpaid leave for 12 mo for study, travel, pub serv employ, mil service, health.

COLLEGE	RETIREMENT	SUM SCHL SALARIES	SABBATICAL	OTHER LEAVES
Two-year Institutions				
AIMS	PERA	$5-8.50/contact hr	21 qrtrs for study or travel to 1 yr at ½ to full salary.	Sick-1 1/3 da/mo. Personal-2 da/ 9 mo yr. Brvmnt-up to 5 da. Mil-Annual encampment, extended active duty. Prof mtgs-on approval & activities of benefit to college.
ARAPAHOE	PERA	25% of 9 mo sal for full load	21 qrtrs to 1 yr at ½ to full pay	Personal-1 da/mo. Maternity-6th mo for no more than 8 qtrs. Brvmnt-up to 5 da. Mil-annual encampment, enlistment. Exchange Teaching-1yr or less
COLORADO MOUNTAIN	PERA	Being developed	After 7 yrs at ½ to full pay	
COMMUNITY C OF DENVER	PERA	.333 of contract sal	Yes	Sick. Maternity. Mil. Prof Mtgs. Work Experience.
EL PASO COMMUNITY	PERA	1/3 contract salary	20 qrtrs at ½ to full pay to 1 yr	Sick-15 da/yr. Maternity-½-2 yrs.Brvmnt-to 5 da. Mil-4 wks or less or induction or enlistment. Extended-up to 1 yr.
LAMAR COMMUNITY	PERA	1/10 per mo of annual salary	After 7 yrs at ½ pay	
MESA	PERA	1% of 9 mo sal/class hour	After 21 qtrs	Sick-12 da/yr cumulate. Emergency-discretionary 2 da/yr. Brvmnt-3 da/yr

COLLEGE	RETIREMENT	SUM SCHL SALARIES	SABBATICAL	OTHER LEAVES
NORTHEASTERN JUNIOR	PERA	$125/credit hr, $75/ lab hr	After 7 yrs	Sick-10 da cum to 70. Personal-2 da. Leave of Absence-aft 3 yrs.
OTERO JUNIOR	PERA	Budget consideration & informal negotiations	Without pay	
RANGELY	PERA	None	After 7 yrs	Sick-1 1/3 da/mo cum without limit
TRINIDAD STATE JUNIOR	PERA	80% of normal salary		Sick-10da/yr cum to 20 days. Emergency.

NEW FACULTY MEMBERS

COLLEGE	#1	#2				#3						#4				#5	#6
		a	b	c	d	a	b	c	d	e	f	a	b	c	d		
State Four-year																	
ADAMS STATE																	
Business & Economics	1	1								1		1				1	Account
Ed & Psychology	4	4						3			1	2		1	1	2	Special Ed
Fine Arts	1	1						1						1		exhbts	String
Health-PE & Recreatn	4	2	2					3	1			1		2	1	0	Gymnas
Language & Literature	8	6		2				5	3			2	2	2	1	0	Journa
Science & Math	4	4							2		2	1	1	2		0	Mathema
Social Sciences	4	2		2						3	1	4				0	Anthrop
Total	26	20	2	4	0	0	0	12	6	4	4	11	3	8	3	3½	
CO SCHOOL OF MINES																	
Total College	7	5		2							7	3	2	2		7	Metallurgic
CO STATE UNIVERSITY																	
Agricultural Enginrg	4			4						1	3	1	1	2		3	Soil &
Agricultural Sciences	5	announcements sent to likely institutions			5						5			5		5	NA
Atmospheric Science	0																
Business	6				6			1			5	2	2	2		3	Operations R Quantitative
Child Devel & Fam Rel	3	2		1				1			2		2		1	2	Early Child
Civil Engineering	5			5							5	3		2		5	Sanitary En
Consumer Science & Hsg	3	1		2			1	1			1	1		7		1	Housi
Electrical Engineering	10	6		4							10	5	1	4	0	8	Elec prop of degradable
Food, Science, & Nutrtn	2	2									2	2				2	NA
Forestry & Natrl Rsorcs	5			5							5		2	3		5	Recreat
Humanities & So Scnce	39	25		14		2		9		9	17	11	5	14	9	15	Dance & Ec
Mechanical Engineering	3			2	1					1	2	1	2			2	
	Previous CSU experience																
Occupational Therapy	4				4	3	1					3	1			0	None
	Actively recruited by department head																
Textiles & Clothing	4	2	1	1				3	1			1	1	1	1	1	Design & t
Total	93	38	1	38	16	5	2	15	1	11	57	33	17	40	11	52	

NEW FACULTY MEMBERS

2		#3						#4				#5	#6	#7
c	d	a	b	c	d	e	f	a	b	c	d			
						1		1				1	Accounting	50:1
				3			1	2		1	1	2	Special Education	200:1
				1						1		exhbts	Strings	200:1
				3	1			1		2	1	0	Gymnastics	f=2:1 m=200:1
2				5	3			2	2	2	1	0	Journalism	50+:1
					2		2	1	1	2		0	Mathematics	chem=75:1 math=37:1
2						3	1	4				0	Anthropology	50:1
4	0	0	0	12	6	4	4	11	3	8	3	3½		96:1
2							7	3	2	2		7	Metallurgical Enginrg	3:1
4						1	3	1	1	2		3	Soil & Water	3:1
	5						5			5		5	NA	10:1
sent to likely institutions														
	6			1			5	2	2	2		3	Operations Research & Quantitative Methods	10:1
1				1			2		2		1	2	Early Childhood Ed	5:1
5							5	3		2		5	Sanitary Engineering	100:1
2			1	1			1	1		7		1	Housing	3:1
4							10	5	1	4	0	8	Elec prop of non-bio-degradable detergents	21:1
							2	2				2	NA	5:1
5							5		2	3		5	Recreation	2:1
4		2		9		9	17	11	5	14	9	15	Dance & Economics	545:1
2	1					1	2	1	2			2		73:1
experience														
	4	3	1					3	1			0	None	NA
uited by department head														
1				3	1			1	1	1	1	1	Design & textiles	4:1
8	16	5	2	15	1	11	57	33	17	40	11	52		82:1

COLLEGE	#1	#2				#3						#4				#5	
		a	b	c	d	a	b	c	d	e	f	a	b	c	d		
METROPOLITAN STATE																	
Total College	56	46		10		1		6	10	12	24	10	8	20	18	8	
SOUTHERN CO STATE																	
Applied Scnce & Tech	18	18	3	8		4	2	7	0	1	1	7	4	5	2	-	H p c
	Dept head & area directors assisted in search (3 did not have BA)																
Art	5	3	1	1		3		2				1	1	2		3	A a
	National Art Associations' College Directory Catalogue																
Behavioral Sciences	4	3		1				1			3	1	2	1		2	P
Bus Admin & Economics	2		1		1			2				2				1	B l
	Rec by Dean of College of Bus at another institution																
Education	3		1		2			2	1					3		0	
	Rec by persons in other ed institutions																
English	5		4	1			4	1				2	3			0	
	3 were previous part-time employees & 2 are faculty wives																
Foreign Languages	2	2							1		1		1		1	2	
Geography	2	2						2						2		2	
	Professional journal advertisement																
History	1				1					1		1				0	
	Recruited on a recruiting trip by Dean																
Mass Communications	1			1				1				1				1	
Music	2		1	1				2				1	1			0	
PE, Rec, Athletics	3			3				3						3		2	
Philosophy	1				1						1			1		1	Lo
	Recommended by former head of Philosophy Department																
Reading	4	1		3		1	2			1				4		0	
Science	3			1				1			2	2		1		2	
Speech	0																
Theatre	1	1								1				1		0	
	Made through AETA placement service																
Total	57	42	11	20	8	8	8	28	4	8	13	23	17	27	4	21	

#2		#3						#4				#5	#6	#7
c	d	a	b	c	d	e	f	a	b	c	d			
10		1		6	10	12	24	10	8	20	18	8	Police Science	35:1
8		4	2	7	0	1	1	7	4	5	2	-	Hlth occup coord, data procsg, auto parts merchandising	5:1
area directors assisted in search (have BA)														
1		3		2				1	1	2		3	Art, art history, ceramics	50:1
rt Associations' College Directory Catalogue														
1				1			3	1	2	1		2	Physiological Psycho	10:1
	1			2				2				1	Bus Admin & Acctg (doc level)	low
n of College of Bus at another institution														
	2			2	1					3		0	Cross-cultural ed	15:1
sons in other ed institutions														
1			4	1				2	3			0	Freshman comp	30:1
vious part-time employees & 2 are faculty wives														
					1		1		1		1	2	French	25:1
				2						2		2	Tchr trng suprvsor	15:1
l journal advertisement														
	1					1		1				0	NA	100:1
n a recruiting trip by Dean														
1				1				1				1	-	50:1
1				2				1	1			0	Theory	50:1
3				3						3		2	Recreation	100:1 PE 25:1 Rec
	1						1			1		1	Logic & Phil of Scnce	120:1
by former head of Philosophy Department														
3		1	2			1				4		0	-	3:1
1				1			2	2		1		2	Geology	Bio 190:1 Chem 132:0 Engnrg 35:0 Geol 30:0 Math 150:1 Physics 115:1
						1				1		0	NA	20:1
h AETA placement service														
20	8	8	8	28	4	8	13	23	17	27	4	21		67:1

COLLEGE	#1	#2				#3						#4			
		a	b	c	d	a	b	c	d	e	f	a	b	c	d
UNIVERSITY OF COLORADO															
Aero Space Engineering	0														
Anthropology	2	1		1							2	2			
Astro geophysics	1	1									1		1		
Biology	0														
Business	7				7					4	3	5	2		
	Canvas by division head														
Chemical Engineering	0														
Chemistry	3			2	1						3	3			
	Recommended by his research advisor at Princeton														
Civil & Envirmntl Eng	0														
Classics	1										1	1			
Communication & Thtre	3			1	2					3			3		
	Through professional colleagues and associations														
Economics	2	2		2							2		1	1	
Education	2	2									2				2
Electrical Engineering	4			1	3						4	2	1	1	
	Search conducted														
English	3	2		1				1		2		2	1		
Environmental Design	12		1	11			4	4				5	3		
Fine Arts	3	1		2				3				2	1		
French	3	2		1						2	1	1	1		1
	Senior member approached directly as established scholar														
Geography	1				1						1				1
	Former director of high school geography project headquartered														
Geological Sciences	3			1	2						3	1	1	1	
	Name suggested by respected colleagues elsewhere														
Germanic Lang & Lit	2				2						2		1		1
	Exchange with U. of Regensburg & personal acquaintance														
History	1			1							1		1		
Italian Lang & Lit	0														
Journalism	1	1								1			1		
Linguistics	1				1						1			1	
	Recommended by individual outside U. of Colorado														
Mechanical Engineering	1				1						1		1		
	Recommended by faculty member of another institution														
Molecular, Cell & Dev Biology	4			4							4	1	2	1	
Music	4	1	1	2						1	3		1	1	2
PE for Men	1				1						1		1		
	Contacted chairman of college where he earned Ph.D														

#2				#3						#4				#5	#6	#7
a	b	c	d	a	b	c	d	e	f	a	b	c	d			
1		1							2	2				0		37:1
1									1		1			1	Exp Fluid Dynamics & Plasma Physics	15:1
			7					4	3	5	2			3	Accounting	qual=2:1
s by division head																
		2	1						3	3				2	-	-
mended by his research advisor at Princeton																
																Infinity
									1	1				No	-	20:1
		1	2					3			3			3	?	?
gh professional colleagues and associations																
2		2							2		1	1		2	?	Many
2									2				2	2	Math Education	20:1
		1	3						4	2	1	1		3	Materials	100:1
h conducted																
2		1				1		2		2	1			1	-	500:1
	1	1			4	4				5	3			3	None	100:1
1		2				3				2	1			exhbts	Ed art history	100:1
2		1						2	1	1	1		1	1	Phonetics, Meth, Linguistics	lit=10:1 othr=4:1
member approached directly as established scholar																
			1						1				1	1	No search conducted	-
director of high school geography project headquartered in Boulder																
		1	2						3	1	1	1		2	(Figures for last five years)	
suggested by respected colleagues elsewhere																
			2						2		1		1	2	Esoteric areas	150:1
nge with U. of Regensburg & personal acquaintance																
		1							1		1			1	-	10:1
1								1		1				1	-	40:1
			1									1		1	NA	I consid
		1							1	1				1	?	8:1
nended by individual outside U. of Colorado																
nended by faculty members of another institution																
		4							4	1	2	1		4	-	20:1
1	1	2						1	3		1	1	2	2	Piano & pedagogy	?
		1							1		1			1	-	50:1
ted chairman of college where he earned Ph.D																

COLLEGE	#1	#2				#3						#4				#5
		a	b	c	d	a	b	c	d	e	f	a	b	c	d	
UNIVERSITY OF COLORADO (continued)																
Pharmacy	1			1							1	1				1
Philosophy	2	1		1							2			2		2
Physics	0															
Political Science	3	1								2	1	1	2			2
	Reviewed by recruitment committee															
Psychology	6				6						6	3	3			5
	Mail and telephone search															
Slavic Lang & Lit	0															
Speech Path & Audio	2			2				1			1	1	1			1
Total	76	15	2	34	27	0	4	9	0	15	47	32	28	8	7	50
U. OF NORTHERN COLORADO																
Total	82	10	3	19	33		2	4	28	19	31	12	28	30	12	29
	16 acquaintances, 13 letters from dept chairmen or advisors, 4 letters															
WESTERN STATE COLLEGE																
Total	29	18		5	6	0	0	3	13	3	10	10	3	9	7	9
	By contacting university placement bureaus															
Other																
Wished to remain anonymous	8		4	3	1	1					6	1	3	3	1	7
Total State Four-year																
Raw Data	434	198	22	133	91	14	16	77	62	72	199	135	109	147	63	186
Percents		44	5	30	20	3	4	18	14	16	45	30	24	32	14	43

#2			#3						#4				#5	#6	#7
b	c	d	a	b	c	d	e	f	a	b	c	d			
	1							1	1				1	Pharmaceutics	42:1
	1							2			2		2	?	50:1
							2	1	1	2			2	Judicial behavior	200:1
by recruitment committee															
		6						6	3	3			5	Clinical psychology	cut 3:1
telephone search															
	2				1			1	1	1			1	DNA	MA 2:1 Phd 8:1
2	34	27	0	4	9	0	15	47	32	28	8	7	50		69:1
3	19	33		2	4	28	19	31	12	28	30	12	29	Stage Costuming, Music Ed, Applied Math, Comp Science, Demography, Ecology, Urban Sociolgy, Social Psyc, Trumpet Perform, Environmntl Health, History of Ed, Mental Retardatn, Ceramics, Sculpture, Growth & Devel, Ed Psyc, School Psyc, Anthropology, Mass Commun, Finance, Marketing, Communication (Bus), Voca Ed Research Experience, Aquatic Specialist, Exercise Physiologists Nursing of Children	20:1
ntances, 13 letters from dept chairmen or advisors, 4 letters															
	5	6	0	0	3	13	3	10	10	3	9	7	9	Sociology	8:1
ting university placement bureaus															
4	3	1	1					6	1	3	3	1	7	Vet Medicine & Biomedical Sciences	
2	133	91	14	16	77	62	72	199	135	109	147	63	186		48:1
5	30	20	3	4	18	14	16	45	30	24	32	14	43		

COLLEGE	#1	#2				#3						#4				#5
		a	b	c	d	a	b	c	d	e	f	a	b	c	d	
Private Four-year																
COLORADO COLLEGE																
Total	12	10		2						4	8	4	6			6
LORETTO HEIGHTS																
Chemistry	1	1								1		1				0
In response to listing in "Academic Openings" - a service of the Ameri																
Education	2			2				1	1					2		0
Music	1			1				1							1	0
Nursing	4		1		3			4				3	1			2
Student teachers																
PE	1			1				1							1	0
Psychology	1			1						1				1		0
Sociology	1			1						1			1			0
Theatre	1				1				1				1			2
Chairman sought him out																
Total	12	1	1	6	4	0	0	7	2	3	0	4	3	3	2	2
REGIS COLLEGE																
Total	15	12			3			4	2	4	5	5	5	4	1	5
Recruiting																
TEMPLE BUELL COLLEGE																
Total	6			6		1		2			3	1	2	1	2	3
One was part-time, one was previously with college																
UNIVERSITY OF DENVER																
Anthropology	0															
Art	8	7		1				8	1			6	2			
Announcements sent & interviewed at professional meeting (CAA)																
Biological Sciences	2				2					1	1		2			1
Recommended by specialists at other institutions																
Cntr for Stu from Abrd	0															
Chemistry	1	1									1	1				0
Economics	1				1					1		1				1
Recommended by dept chairman where worked on degree																
Education	4	4									4		1	2	1	4
English	1	1								1			1			0
Geography	1			1							1				1	1

#2				#3						#4				#5	#6	#7
	b	c	d	a	b	c	d	e	f	a	b	c	d			
		2						4	8	4	6			6	Business, Spanish	30:1
								1		1				0	NA	65:1
sponse to listing in "Academic Openings" - a service of the American Chemical Society																
		2				1	1					2		0	Special Education	10:1
		1				1							1	0	NA	20:1
	1		3			4				3	1			2	Maternal nursing	12:1
nt teachers																
		1				1							1	0	Dance	25:1
		1						1				1		0	0	20:1
		1						1			1			0	-	20:1
			1				1				1			?	Costuming	50:1
an sought him out																
	1	6	4	0	0	7	2	3	0	4	3	3	2	2	-	28:1
			3			4	2	4	5	5	5	4	1	5	-	4:1
ting																
		6		1		2			3	1	2	1	2	3	Anthropology	10:1
s part-time, one was previously with college																
		1				8	1			6	2				Art history studio art=300:1 Art history=20:1	
cements sent & interviewed at professional meeting (CAA)																
			2					1	1		2			1	None	30:1
ended by specialists at other institutions																
									1	1				0	Analytical chemistry	200:1
			1					1		1				1	History (economics)	500:1
ended by dept chairman where worked on degree																
									4		1	2	1	4	Science education	90:1
								1			1			0	18th century	800:1
		1							1				1	1	NA	1:1

COLLEGE	#1	#2				#3						#4				#5	
		a	b	c	d	a	b	c	d	e	f	a	b	c	d		
UNIVERSITY OF DENVER (continued)																	
History	0																
Mass Communications	2	2					1				1		2			1	N
Mathematics	2	2									2	1	1			2	P
Modern Languages	0																
Music	3	2		1				3					2	1		Recorded	
P.E.	1	1						1						1		0	
Philosophy	2	1		1				1			1	1	1				P N
Physics	1				1						1	1				1	
	Personal contact with outstanding faculty member elsewhere																
Political Science	4				4					4		2	2			1	P
	Contacts with the better graduate schools																
Psychology	1				1						1			1		1	
	Departmental search committee																
Religion	0																
Sociology	2			1	1					1	1		2			2	
	Recommended by staff at another institution																
Speech Communication	1				1						1			1		1	
	We contacted the faculty member																
Theatre	2				2			2				1		1		1	
	One came for a workshop and one in the files of AETA																
Total	39	21	0	5	13	0	1	15	1	8	15	14	16	7	2	13	
Total Private Four-year																	
Raw Data	84	44	1	19	20	1	1	28	5	19	31	28	32	15	7	33	
Percents		52	1	23	24	1	1	33	6	22	36	34	39	18	8	39	

#2		#3						#4				#5	#6	#7
c	d	a	b	c	d	e	f	a	b	c	d			
													Oriental History	700:0
			1				1		2			1	Mass Commun Research	25:1
							2	1	1			2	Probability Theory	100:1
1				3					2	1		Recorded		20:1
				1						1		0		35:1
1				1			1	1	1				History of Philosophy Non-western Philosophy	100:1
	1						1	1				1	NA	12:1 quat
ontact with outstanding faculty member elsewhere														
	4					4		2	2			1	Public Administration	40:1
ith the better graduate schools														
	1						1			1		1	Search for Chairman	NA
al search committee														
1	1					1	1		2			2	Demography	50:1
d by staff at another institution														
	1						1			1		1		20:1
ed the faculty member														
	2			2				1		1		1	Acting	10:1
r a workshop and one in the files of AETA														
5	13	0	1	15	1	8	15	14	16	7	2	17		225:1
19	20	1	1	28	5	19	31	28	32	15	7	33		59:1
23	24	1	1	33	6	22	36	34	39	18	8	39		

COLLEGE	#1	#2				#3						#4				#5
		a	b	c	d	a	b	c	d	e	f	a	b	c	d	
Two-year Institutions																
AIMS																
Total	12	2	3	4	3	0	1	4	3	2	1	1	5	2	4	0
	Introduced by a friend, by a neighboring college student, & by a facu															
	(One has no degree)															
ARAPAHOE COMMUNITY																
Total	7	7				1		5				4	3			0
COLORADO MOUNTAIN																
Leadville																
Total	6				6	1		4			1	2	3	1		1
	Combination															
COMMUNITY C OF DENVER																
Central																
Total	26	22	4			5	2	9	4		2	11	2	10	3	
COMMUNITY C OF DENVER																
North																
Business & Management																
Occupations	6	4		2		1	1	4				3	1	2		1
Communication & Arts	8	8	6	1				7			1			6	2	2
Community & Personal																
Service Occupations	4	2		2				2	1				1	1	2	1
Health Occupations	8	5	1	2		2		5				3	3	1	1	2
Industrial Occupations	7	4		3			2	1				1		4	2	1
Learning Material Cntr	0															
Science & Mathematics	7	7						1		5	1	1		4	2	5
Social Sciences	3		2		1		1	2				1		2		1
	Recommended by Chairman of Economics at U of Denver															
Total	43	30	9	10	1	3	4	22	1	4	2	9	5	20	9	13
COMMUNITY C OF DENVER																
West																
Total	21	11	6	4		1	2	5	1			5	5		4	4
	less than BS = 6															

i	#2				#3						#4				#5	#6	#7
	a	b	c	d	a	b	c	d	e	f	a	b	c	d			
2	2	3	4	3	0	1	4	3	2	1	1	5	2	4	0	Musi & Philosophy	8:1
ntroduced by a friend, by a neighboring college student, & by a faculty member of another college One has no degree)																	
?	?				1		5				4	3			0	Med Records Tech	150:1
6 ombination				6			4			1	2	3	1		1	None	20:1
6	22	4			5	2	9	4		2	11	2	10	3		Graphic Arts, Draftg, Sociology, Psychology, Math & Sciences, Biology	20:1
6	4		2		1	1	4				3	1	2		1	Credit Management	20:1
8	8	6	1				7			1			6	2	2	Speech & Drama	10:1
4	2		2				2	2				1	1	2	1	Urban Horticulture	3:1
8	5	1	2		2		5				3	3	1	1	2	Inhalation Therapy Technology	3:1
7	4		3			2	1				1		4	2	1	Machine Trades	8:1
0																	
2	?						1		5	1	1		4	2	5	Math for Business Stu	15:1
3	1	2	1			1	2				1		2		1	Economics	1500:1
ecommended by Chairman of Economics at U of Denver																	
3	30	9	10	1	3	4	22	1	4	2	9	5	20	9	13		224:1
2	11	6	4			2	5	1			5	5	7	4	4	Technical Education	10:1
ess than BS = 8																	

COLLEGE	#1	#2				#3						#4				#5	
		a	b	c	d	a	b	c	d	e	f	a	b	c	d		
EL PASO COMMUNITY																	
Business & Office Occup	3	3					1	2					2	1		0	
Communications & Fine A	2	1		1				1	1				1	1		0	
Community & Service Occupations	10	10				7		3					4	6		0	
Health Occupations	6	Advertised in National Nursing Magazine			2	1	3	2				1	2	3		0	
Social Sciences & Humanities	5	3	1		1			2	1	2		1	3	1		0	
		Taught part-time 69-70															
Total	26	17	1	1	3	8	4	10	2	2		2	12	12		0	
LAMAR COMMUNITY																	
Total	12		1	4	7	1		7	3	1		3	4	2	3	1	Se
		Administrators and/or faculty located the individual															
MESA JUNIOR																	
Total	16	14		2		6	4	3				11	1	2	2	2	
NORTHEASTERN JUNIOR																	
Total	5	5						4	1			3	1	1		1	
RANGELY																	
Total	7	7				1	1	2			3	4	3			1	N
TRINIDAD STATE JUNIOR																	
Total	3	1		2		2		1				2	1			1	Po
Total Two-year Institutions																	
Raw Data	184	116	24	27	20	35	18	76	15	9	9	57	45	57	25	24	
Percents		62	13	14	11	22	11	47	9	6	6	31	24	31	14	13	

	#2		#3						#4				#5	#6	#7
b	c	d	a	b	c	d	e	f	a	b	c	d			
				1	2					2	1		0	-	10:1
	1				1	1				1	1		0	Music, Art	50:1
			7		3					4	6		0	Fire-science	6:1
		2	1	3	2				1	2	3		0	NA	1:1
ed in National Nursing Magazine															
1		1			2	1	2		1	3	1		0	Economics	13:1
art-time 69-70															
1	1	3	8	4	10	2	2		2	12	12		0		16:1
1	4	7	1		7	3	1		3	4	2	3	1	Secretarial Skills	15:1
rators and/or faculty located the individual															
	2		6	4	3				11	1	2	2	2	Nursing	50:1
					4	1			3	1	1		1	Vocational	2:1 Voc 25:1 Socio
			1	1	2			3	4	3			1	No information	Varied
	2		2		1				2	1			1	Police Technology	210:1
24	27	20	35	18	76	15	9	9	57	45	57	25	24		62:1
13	14	11	22	11	47	9	6	6	31	24	31	14	13		

APPENDIX

NEW FACULTY MEMBERS

1. What was the total number of new faculty members hired for the year 1970-71?_____

2. How many of your new members were introduced to the institution through each of the following ways?
   _____a. Regular application
   _____b. Requested an interview
   _____c. Recommended by a faculty member
   _____d. Other (please explain)_____
   _____
   _____

3. How many of your new members attained each of the following as his highest level of education?
   _____a. Bachelor's degree
   _____b. Work toward the master's degree
   _____c. Master's degree
   _____d. Work toward the doctorate
   _____e. All but the dissertation
   _____f. Doctoral degree

4. How many of your new members had the following amount of teaching experience?
   _____a. 0-1 year
   _____b. 2-3 years
   _____c. 4-10 years
   _____d. More than 10 years

5. How many of your new members had published articles other than a thesis or dissertation?_____

6. In what subject area did you have the least number of qualified applicants?_____

7. What was the ratio of the number of applicants to the number of vacancies?_____

If this is being completed by a specific department, please indicate such below and return this form to your main office to be returned.

DEPARTMENT OF _____

CEA Research Dept.
11/70 rp 1000

Colorado Education Association
5200 South Quebec Street
Englewood, Colorado 80110

WORKING CONDITIONS AND BENEFITS

1. Please send a salary schedule for all levels of your teaching personnel, defining each level, and state the dates for which this schedule is effective.

2. What is the teaching load required of each faculty member?_____

3. What leave provisions are there for faculty members?_____

4. What tenure provisions are in effect?_____

5. What retirement plan is available?_____

6. What are the promotion policies?_____

7. Are the faculty members strongly urged to publish?_____

8. How are the professional salaries determined for summer school?_____

4. What tenure provisions are in effect?_____

5. What retirement plan is available?_____

6. What are the promotion policies?_____

7. Are the faculty members strongly urged to publish?_____

8. How are the professional salaries determined for summer school?_____

CEA Research Dept.
11/70 rp 100

Colorado Education Association
5200 South Quebec Street
Englewood, Colorado 80110

OTHER CEA RESEARCH DEPARTMENT PUBLICATIONS

An Explanation of the Public School Foundation Act of 1969

Colorado Teachers' Salaries, January, 1971

Colorado Teachers' Salaries, September, 1971

Extra Duty Pay for Colorado Teachers, January 1, 1971

Fringe Benefits for Colorado Teachers, January 1, 1971

Salaries for Administrators in Colorado School Districts, January 1, 1971

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